SIGMA THETA TAU INTERNATIONAL
HONOR SOCIETY OF NURSING

The Pillar

Newsletter of the Lambda Pi Chapter, University of Toronto Faculty of Nursing

Volume 10, Number 2 **Spring, 2000**

Profile of Dr. Dorothy M. Pringle
"Is there life after Deanship?"
By: Kathy McGilton

Despite the rumors to the contrary, and despite what was reported in the last edition of the Pillar, Dot Pringle has not retired!! She is currently on administrative leave from the University of Toronto. Dot likens the experience of being on leave to being a full-time student, "one is able to be selfish in how you use your time, and there is a certain lack of responsibility to anyone but yourself". In September of this year she will be returning to the University in a new role as a full time professor at the Faculty of Nursing at the University of Toronto.

I was interested in knowing what life was like working in the same Faculty after the Deanship. Dot sees mainly advantages to this situation since her life after the deanship has led to some unanticipated pleasures. A sense of relief from not having to worry about and feel responsible for other people's careers, and relief from the level of busyness and stress that goes with being a dean. The only downside has been going from an insider where you have all the information, (in fact at times too much), to a situation where you are on the outside, and the information is filtered down, which is also partially related to being on leave.

Dot continues to keep herself very busy considering she is on administrative leave. The first term on leave was taken up with shedding some of her deanship responsibilities like handing over her role as President of CAUSN to Dr. Katharyn May, the director at UBC, and exiting from a number of board memberships that went with the dean's role. She also plunged back into peer review committee membership and joined the Alzheimer Society review committee.

In preparation for this fall, Dot is getting her head around the new courses she will teach and is developing proposals for the research studies she plans to submit for funding. One of the main areas of inquiry that Dot is developing is in the area of Nurses and Retirement. Currently, she suggests, we don't know the patterns of retirement, what influences nurses to retire early (which most do), how well situated nurses are financially for their retirement, and given the severe shortage of nurses we are facing, how we might keep nurses in the profession longer. She will be working collaboratively with Drs. Gerarda Darlington and Gail Donner from the Nursing Effectiveness Utilization and Outcomes Research Unit at the Faculty of Nursing, and investigators from the Faculties of Social Work and Management on this project. Her other main research interest is in the relationships between nursing staff and residents in long term care environments, specifically, the nature and characteristics of these relationships and how they can be strengthened.

A project which continues to keep Dot busy, is directing the first phase of the Nursing and Health Outcomes Project for the Ontario Ministry of Health. This grew out of the Nursing Task Force Report recommendation that the administrative data bases for acute care, home care, and long term care should reflect nursing inputs and nurse-sensitive patient outcomes. The long term goal of this project is to develop a funding formula for nursing in these three sectors that, Dot is quick to point out, is very under-conceptualized at this point. She has recruited an expert panel (half are nurse researchers and the other half are from other disciplines) who are providing advice on how this task might be accomplished. There is a second committee of nurses who represent organizations and the three sectors specifically, and their job is to examine the recommendations of the Expert Panel for their feasibility and to communicate with the nurses they represent. The first phase of the project will likely result in a pilot study to test the feasibility of implementing the recommendations and to cost their implementation.

So, as you can see, the answer to my question "Is there life after a deanship?", quickly becomes apparent: "YES!!!"

Welcome to Incoming Board Members

Secretary	Beth McCay
Counsellor	Jan Angus
Director-at-large	Linda McGillis Hall
Nominations	Lori Korkola
Director of Communications	Kate Hardie

Sigma Theta Tau, Lambda Pi Chapter
Calendar of Events

Date	Event	Location
April 25, 2000	University of Toronto, Faculty of Nursing Research Day, 2000	University of Toronto Medical Sciences Building
May 24, 2000 7:00 pm	Lambda Pi Induction Ceremony ***Keynote Speaker:*** ***Dr. Gail Mitchell,*** ***Chief Nursing Officer*** ***Sunnybrook & Women's Health Sciences Centre.*** ***Title: The Parodox of Leadership.***	18th Floor Auditorium Mount Sinai Hospital 600 University Ave, Toronto
May 3-4, 2001	University of Toronto, Faculty of Nursing Second International Nursing Research Conference ***Nursing in a Complex World: Exploring Diversity Through Research, Education, Practice and Policy*** ***Keynote Speakers:*** ***Dr. Franco Carnevale*** ***Dr. Mel Chevannes*** ***Professor Sally Thorne***	Toronto Colony Hotel
Fall, 2003	STTI Biennial Convention	Toronto

Update on Ryerson's Chapter-at-Large Status

At the end of September, 1999, the formal application for Chapter-at-Large status was sent to Sigma Theta Tau International (STTI) headquarters in Indianapolis by Lambda Pi Chapter, STTI and the Ryerson School of Nursing Honour Society. It was received very positively and arrangements are currently being made for a site visit in the beginning of May, 2000. The report of the site visitor will then be forwarded to the Board of STTI for review at their summer meeting. Assuming a positive outcome, the Chartering Ceremony will be scheduled for the Fall, 2000. Many thanks to all who played a part in getting the application (all 5 binders!) 'out the door' on time and ensuring that we produced a quality product reflective of the membership and our activities.

Chapter Information

Contacting Lambda Pi

Lambda Pi has a new e-mail address. Please note that the address begins with a lowercase "L", not the number 1. We can be reached at ***l12willi@acs.ryerson.ca***.

Information about events and all related applications are available from the School of Nursing, Ryerson Polytechnic University. Please leave a message with your request at ***(416) 979-5300.***

Invitation to Chapter Events

A reminder that all chapter events are open to members and their guests. Please feel free to bring a friend or colleague to all local sessions.

Contacting STTI Headquarters

Members may contact Sigma Theta Tau International Headquarters in Indianapolis directly by calling ***1-888-634-7575*** or e-mailing ***stti@stti-sun.iupui.edu.***

STTI also can be contacted through its website: ***www.nursingsociety.org***. Members can complete and submit a change of address online from the STTI website under the MOVED section.

President's Message

by: Janice Waddell

Spring greetings on behalf of the Lambda Pi Board of Directors. This newsletter highlights a number of recent chapter activities and member accomplishments. We hope that you will find it interesting, both in terms of learning of some new chapter initiatives, and in keeping in touch with the achievements of your colleagues. It is important that we take every opportunity to acknowledge and share the clinical, research, and educational endeavours of our members. Please complete the Member News Form included in the newsletter so that we can celebrate your successes.

I, together with Gail Donner and Linda McGillis-Hall, represented the Board of Directors at the Sigma Theta Tau 35th Biennial Convention in San Diego, November 6-10, 1999. Nineteen hundred Sigma Theta Tau members attended the convention. We enjoyed five busy days attending presentations, poster displays, meetings, and awards ceremonies. Each forum reflected a valuing of the scholarship of nursing research, leadership, and clinical practice. Linda McGillis-Hall gave an excellent presentation entitled, "The Relationship between Staff Mix and Nursing and Quality Outcomes". The University of Toronto had a display throughout the conference that was well attended by student and faculty participants.

Overall, Canada had a strong presence at the conference. Heather Clarke, from the University of British Columbia, was elected to the position of Secretary of the Sigma Theta Tau International Board of Directors. Monique Begin, Professor Emeritus, University of Ottawa was awarded the Public Service Award. This award honours an individual, not in the nursing profession, who has made a significant impact on national and international health. In her role as Minister of Health and Welfare for Canada, Begin supported a number of policies and programs related to the health of Canadians, including the Canada Health Act. One of our own chapter members, Gillian Brunier was invited into the Distinguished Writers Program. This program provides chapters and individuals with seasoned writers who can help mentor and train aspiring nurse writers. It was also confirmed at this convention that Toronto has been selected as the location for the 2003 Biennial Convention.

If you would like to review the abstract books and other convention materials, please let me know and I will ensure that they are available to you. Please join us at our Induction Ceremony on May 24, 2000! We have an exciting year ahead and welcome your participation.

Fall Scholarly Program
Guest Speaker: Linda Lee O'Brien-Pallas, RN, PhD
"Nursing Human Resources: To Be or Not To Be"

by: Laura Teague

Dr. Linda Lee O'Brien Pallas presented highlights from the Preliminary Analysis of the Nursing Task Force. Dr. O'Brien-Pallas and members of the Nursing Effectiveness Utilization and Outcomes Research Unit were commissioned to provide context for the Nursing Task Force by identifying key issues surrounding nursing services in Ontario, specifically the current state of nursing human resources and anticipated requirements for the future.

Dr. O'Brien-Pallas presented some sobering facts. Since 1994, there has been a steady decline in the supply of nurses. Concurrently, educational institutions have decreased their intake of nursing students in diploma programs by 33%, while only marginally increasing intake at the university level. The majority of nurses who are currently employed (62.4%) work in acute care institutions. Their mean age falls within the 45-59 year range; these nurses hold most of the full-time positions. In seven years this group will be retiring, leaving the system short 21,000 nurses. The current state of nursing also has been affected by larger factors such as the restructuring movement throughout Ontario; the drastic reduction in acute care and psychiatric beds without a commensurate increase in long-term care and community resources; the aging population with its' greater consumption of health care resources, and increasing numbers of single-parent and low income families.

When Dr. O'Brien-Pallas explored quality of work life issues for nurses, the following themes emerged: Nurses are angry; many of them are working in unacceptable work environments; they have grave concerns about quality of life; and sadly, they have the same concerns now that they had in the late 80's. However, with what seems to be a daunting and seemingly hopeless situation, a positive force is emerging within the nursing profession in Ontario. For the first time, all of the nursing associations, including the RNAO, RPNAO, ONA, educators and administrators, were united in making clear statements to the Nursing Task Force about what nurses want and need.

Perhaps as a result of her work providing timely and thorough information to the Nursing Task Force, Dr. O'Brien-Pallas has been awarded a $1,000,000 grant to develop a data base that will assist in tracking: (a) nursing services, (b) the outcomes of nursing services, (c) recruitment and retention strategies for nurses, and (d) developing evidence-based practice guidelines for nurses.

A copy of the Health Human Resources: A Preliminary Analysis of Nursing Task Force in Ontario Report can be purchased from the Research Unit for $12.00. Please call 978-1966.

YOU ARE INVITED TO ATTEND

THE SIGMA THETA TAU LAMBDA PI CHAPTER
10TH ANNUAL INDUCTION CEREMONY

WEDNESDAY, MAY 24TH, 2000

TO BE HELD AT

19th FLOOR AUDITORIUM
MOUNT SINAI HOSPITAL
600 UNIVERSITY AVENUE
TORONTO, ONTARIO

TIME

7:00 P.M.

OUR GUEST SPEAKER WILL BE

Dr. Gail Mitchell, Chief Nursing Officer
Sunnybrook and Women's College Health Science Centre

THE TITLE OF HER PRESENTATION WILL BE

"The Paradox of Leadership"

Winter Scholarly Program and Annual General Meeting
Guest Speaker: Gillian Brunier, RN, MScN, C. Neph ©
"Writing for Publication"

by Janice Wright

Gillian Brunier, a member of STTIs Distinguished Writer's Program, delivered an interactive workshop to increase our awareness and ability to write for publication. The presentation was composed of four segments: (a) Understanding the Process , (b) Distinguishing Among Manuscript Styles, (c) Describing a Personal Journey, and (d) Mentorship.

Gillian began with a personal perspective, sharing her background as a writer and editor and outlining the steps which led to the prestigious STTI Distinguished Writer award. Also she invited audience members to share their experiences in writing for publication. The relaxed style set the tone for group exercises examining manuscript styles.

Participants examined a variety of manuscripts with the purpose of differentiating between styles and learning to match the writing style to the type of journal and the type of information the writer may wish to convey. Gillian advised that it is less labour intensive and less disheartening for the novice writer when the appropriate style is used. She suggested that the writer become familiar with the journal editors' *Instructions for Authors* and follow that advice before submitting an article for publication.

The group exercise promoted an engaging dialogue and provided information and guidance for members new to the publication experience. Also, it provided an excellent opportunity for experts to share valuable advice and personal experience.

Gillian then reflected on her own personal journey detailing her experience as she moved from novice writer to expert editor. She demonstrated how a desire to write clinically relevant articles was transformed over time with the assistance of expert mentorship. The importance of mentorship in the learning process was emphasized and the roles and attributes of a mentor were reviewed. In closing, Gillian reflected on her journey and acknowledged many key individuals who had assisted her and mentored her development. She encouraged us to reflect and identify those individuals who can help us in our development as writers.

Gillian is to be commended for an informative and interactive presentation which generated many questions and much discussion.

Lambda Pi's Mentorship Program

by Heather Beanlands

One focus for chapter activities for the upcoming year is to build on existing mentoring activities within the Chapter. A number of mentorship opportunities are currently available throughout the year such as orientation for new members, newsletter updates, and scholarly programs. The scholarly program on February 29, 2000 entitled Writing for Publication by Gillian Brunier was an excellent example of this. This informative event offered members with similar interests opportunities to network, establish connections and share ideas. We would like to build on existing activities, such as this, to develop a more formal mentorship program within the Chapter.

A small working group has been formed to explore opportunities for mentoring within the Chapter with an aim of having some introductory mentorship activities available to coincide with the May induction. The working group members include Jeff Baine, Diane Buchanan, Maureen Cava, Mary Wheeler, Janice Waddell and Heather Beanlands. Other interested members are welcome to join the working group and are encouraged to consider participating in mentorship activities, as they become available. If you would like more information or are interested in being involved in the mentorship program please contact Heather Beanlands at 979-5000 ext. 6312 or ***hbeanlan@acs.ryerson.ca***. All ideas and suggestions for how a mentorship program might best serve members needs will be gratefully accepted.

Members on the Move

Kaye Benson, after completing a Masters in Nursing (ACNP stream) at the University of Toronto, has accepted the position of Advanced Practice Nurse, Ambulatory Care Setting in the Emergency Department, at theWestern Division, University Health Network. Kaye will also be speaking about her role at an Emergency Conference in September, 2000.

Maureen Cava was recently appointed Manager of the Ontario Cervical Screening Program with Cancer Care Ontario.

Kathleen McMillan has been appointed to the newly created position, Provincial Chief Nursing Officer, Ministry of Health and Long Term Care. Kathleen will be reporting to the Deputy Minister of Health. We wish Kathleen well in this exciting new position.

Diane Williams also completed a masters in Nursing (ACNP stream) at the University of Toronto. Diane is now an Advanced Practice Nurse with the Palliative Radiation Oncology Program at the Western Division, University Health Network.

Publications/Presentations

Several members of Lambda Pi, namely Maureen Cava, Catherine Clarke, Lianne Jeffs, Barbara Mildon,, and Karen Wade have contributed Canadian content segments to the recently released 5th edition of Stanhope and Lancaster's *Community and Public Health Nursing*.

Daiski, I. (2000). The road to professionalism: Case management or practice based in nursing theory? *Nursing Science Quarterly, 13(1).*

Eifert, C. (1999). *Perspectives on Preceptorship in Nursing Education.* Paper presentation at the Interdisciplinary Study of Social Processes, Qualitative Analysis Conference, University of New Brunswick, Fredericton, NB, May, 1999.

Eifert, C. (1999). *Professional Practice in the New Millennium.* Panel Presentation at the Annual Meeting of the Canadian Society for the Study of Higher Education, Congress of the Social Sciences and Humanities, University of Sherbrooke, Sherbrooke, PQ, June 1999.

Shamian, J. (2000). On the heels of Florence Nightingale: Re-energizing Hospital Care. *Reflections on Nursing Leadership, 26*, 24-26.

Simpson, B. (2000). Evolution of a Leader. *Reflections on Nursing Leadership, 26*, 50.

Thomas, B., Pearce, J., Arseneault A.M., Gien, L., McBride, W. and Malinowski, A. (1999). Adapting the CAUSN accreditation process for emerging models of nursing education in Canada. *Canadian Journal of Nursing Research, 31,* 129-137.

Waddell, J., Durrant M., and Avery S. (1999). The integration of research by nurse educators: Advancing practice through professional development program. *The Journal of Continuing Education in Nursing, 130,* 267-271.

Chapter News

Congratulations to Lambda Pi chapter on receiving a ***Certificate of Commendation*** at the STTI Biennial Convention for the timely submission of chapter reports.

Two members of Lambda Pi chapter, ***Judith Shamian*** and ***Beverly Simpson*** were featured in the most recent edition of STTs *Reflections on Nursing Leadership*.

Linda Lee O'Brien-Pallas has been appointed a reviewer for *Image: Journal of Nursing Scholarship*. Congratulations Linda.

Gillian Brunier was selected as one of STTIs Distinguished Writers for the 2000-2001 biennium. Gillian answered a call for applicants in a 1999 issue of *Image: Journal of Nursing Scholarship*. STTI was seeking individuals with expertise in writing, editing and publishing to form a cadre of consultants to assist nurse authors in their development of manuscripts for potential publication and/or to lead workshops on writing for publication. The Distinguished Writers Program is designed to showcase excellence in nursing and to help chapters meet their programming needs. Distinguished Writers serve for one or two calendar years and will, according to their own, schedule, accept invitations to work with chapters or with individual authors at a fixed fee.

Notice to Lambda Pi Members about Our E-mail Address

You might have had trouble accessing the Lambda Pi e-mail site at Ryerson.

The address ***l12willi@acs.ryerson.ca*** starts with a lowercase "L", not the number "1".

We apologize for any confusion this has caused

Sigma Theta Tau
Lambda Pi Chapter
Member News Form

We at Lambda Pi chapter are delighted to hear about member's achievements, appointments, publications and awards. We are pleased to carry announcements of such items in the *"Members on the Move"* or *"Chapter News"* or *"Publications"* sections of the newsletter. Please use this form to notify us of your accomplishments. Thank-you.

Name: _____ Credentials: _____

Permanent Home Address:_____

City:_____ Province: _____ Postal Code:_____

Business Phone: _____ Home Phone: _____

Fax: _____ E-Mail: _____

Current Chapter(s) Affiliation: _____

University of Your Respective Chapter(s): _____

Message: _____

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